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2 September 1958

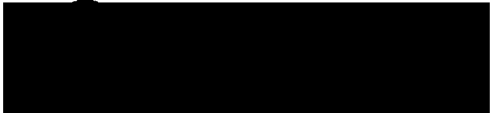
MEMORANDUM FOR: Members of the CIA Career Council

ATTENTION:

SUBJECT: Survey of Representatives Selected by the  
CIA Career Council to attend Senior Officer Colleges

1. An analysis of the Agency's experience in selecting and utilizing the 89 persons who have attended the Defense Colleges and the Advanced Management Course, Harvard University is attached. This will provide the Council with background material for its consideration of overall policy in participating in these senior training courses as well as for evaluating the qualifications and criteria for the selection of future candidates.

2. Copies of this survey are forwarded to the members of the CIA Career Council for review prior to the 52nd meeting of the Council on 25 September, at which time candidates to attend the 1959-60 sessions of these senior officer colleges will be nominated to the Director. The agenda containing the roster of nominees of the Deputy Directors will be distributed in the near future.

  
Executive Secretary  
CIA Career Council

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Attachment

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## SURVEY OF REPRESENTATIVES SELECTED BY THE CIA CAREER COUNCIL

## TO ATTEND SENIOR OFFICER COLLEGES

1. Of the 89 persons selected in the last ten years to attend one of the Defense Colleges or the Harvard Advanced Management Course, over 70% have been between 36 and 45 years of age, although one man was only 32 and one was 55. Eighty-one of the 89 were in grades GS-13 through GS-16 although, again, one was in grade GS-18 and one in grade GS-11. The following table reflects this distribution:

TABLE I. AGE AND GRADE ON SELECTION

AGE	Total	GS Grade							
		18	17	16	15	14	13	12	11
TOTAL	89	1	4	10	32	28	11	2	1
31-35	11	-	-	-	4	2	4	-	1
36-40	30	-	2	1	11	9	6	1	-
41-45	34	-	2	7	14	9	1	1	-
46-50	12	-	-	2	3	7	-	-	-
51-55	2	1	-	-	-	1	-	-	-

2. Nearly twice as many persons were selected from the DDI as from the DDP (41 to 21, and 26 from DDS). However, three from the DDI later transferred to DDP, and three left the Agency. Seven persons went from DDS to DDP. Twenty-six attended the National War College, as compared with 15 each for the Armed Forces Staff College and the Harvard course, and smaller numbers for the other courses. By major and operating components, they were distributed as follows:

TABLE II. COLLEGES BY MAJOR COMPONENTS

College	Total	Component As of Selection				Component As of 30 June 58				Left Agency
		DCI	DDI	DDP	DDS	DCI	DDI	DDP	DDS	
TOTAL	89	1	41	21	26	1	36	28	21	3
National War College	26	-	14	9	3	1	10	10	3	2
Industrial War College	7	-	4	-	3	-	2	1	3	1
Armed Forces Staff Coll.	15	-	2	6	7	-	2	8	5	-
Army War College	11	-	6	3	2	-	6	3	2	-
Naval War College	8	-	8	-	-	-	7	1	-	-
Air War College	7	-	2	3	2	-	3	4	-	-
Harvard Advanced Mgt.	15	1	5	-	9	-	6	1	8	-

TABLE III. DISTRIBUTION BY OPERATING COMPONENTS

<u>O/DCI</u>	<u>Total</u>	<u>1</u>	<u>DDI</u>	<u>Total</u>	<u>41</u>	<u>DDP</u>	<u>Total</u>	<u>21</u>	<u>DDS</u>	<u>Total</u>	<u>26</u>
			O/DDI	1		O/DDP	1		O/DDS	2	
			OCI	9		FI	2		Chl	1	
			ONE	6		FP	4		Gen Cou	2	
			ORR	15		CDC	1		Commo	3	
			OSI	5		NE	7		Compt	3	
			OO	4		SE	2		Log	7	
			OCR	1		SR	1		Pers	1	
						WE	2		Sec	1	
						WH	1		Trng	6	

TABLE IV. REPRESENTATION OF MAJOR COMPONENTS, BY YEARLY CLASSES

<u>Major Component</u>	<u>Total</u>	<u>Class of:</u>											
		<u>49</u>	<u>50</u>	<u>51</u>	<u>52</u>	<u>53</u>	<u>54</u>	<u>55</u>	<u>56</u>	<u>57</u>	<u>58</u>	<u>59</u>	
<u>TOTAL</u>	<u>89</u>	1	1	1	6	11	10	12	12	13	15	7	
O/DCI.....	1	-	-	-	1	-	-	-	-	-	-	-	
DDI .....	41	1	1	1	3	5	4	5	6	8	5	2	
DDP .....	21	-	-	-	2	4	2	3	1	1	5	3	
DDS .....	26	-	-	-	-	2	4	4	5	4	5	2	

3. Of the 78 persons who have completed training at these colleges, a tenth (8) have received two or more grade promotions since the training; nearly a third (25) have received one grade promotion, and over half (42) hold the same grade now as when they completed the course. This half includes all of the eight men trained at GS-16. Of the 29 who entered the course at GS-15 or P-8, two have advanced to GS-18, one to GS-17, and twelve to GS-16; thirteen remain at GS-15, one has resigned. Of the 24 who entered at GS-14 or P-7, one has advanced to GS-18 and one to GS-16, eight have reached GS-15, thirteen remain at GS-14, one has retired on disability.

TABLE V. PROMOTIONS, BY YEARLY CLASSES, OF PERSONS WHO HAVE COMPLETED TRAINING

	<u>Total</u>	<u>Class of:</u>											
		<u>49</u>	<u>50</u>	<u>51</u>	<u>52</u>	<u>53</u>	<u>54</u>	<u>55</u>	<u>56</u>	<u>57</u>	<u>58</u>		
<u>TOTAL</u>	<u>78</u>	1	1	1	6	11	10	12	12	13	11		
Two or More Grade Promotions	8	1	1	-	2	1	3	-	-	-	-		
One Grade Promotion	25	-	-	-	3	6	1	6	6	3	-		
No Grade Promotion	42	-	-	-	-	4	5	6	6	10	11		
Left the Agency	3	-	-	1	1	-	1	-	-	-	-		

4. Table VI, attached, lists the 89 selected employees alphabetically with information on year of birth, year of EOD, year of session, and information on past and present assignments.